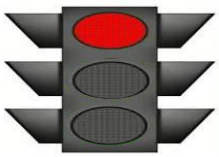
Hiring Cycle
Human Resources

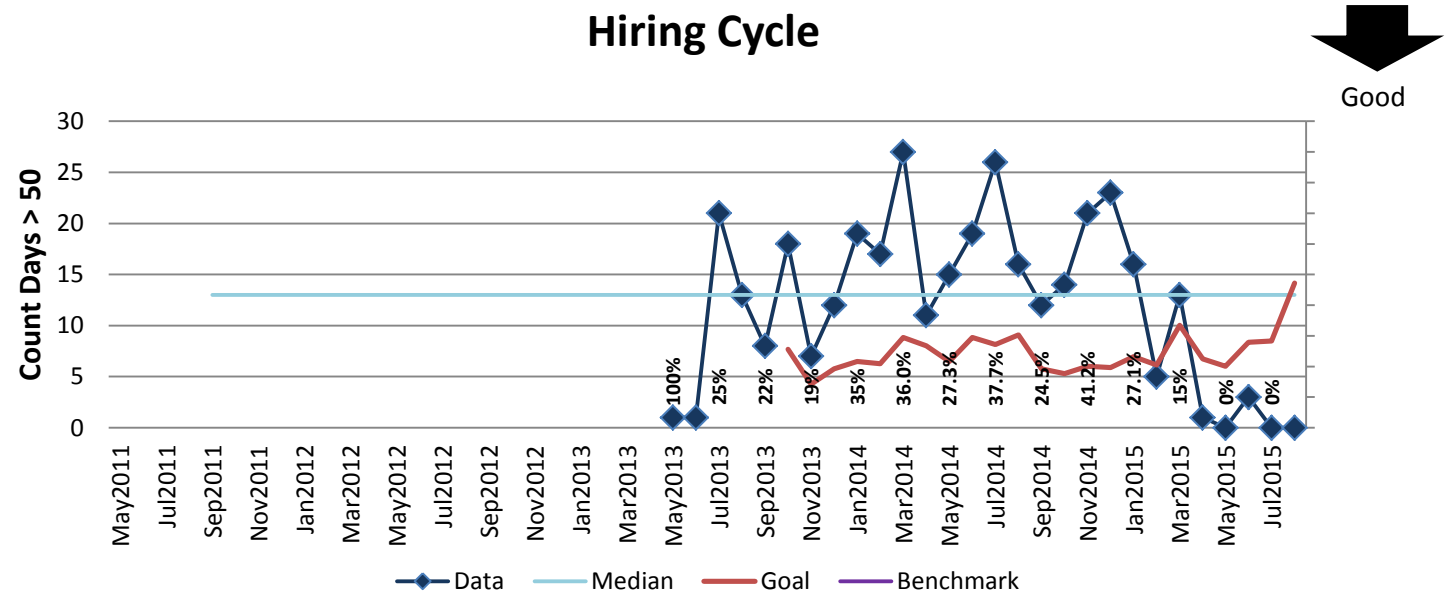
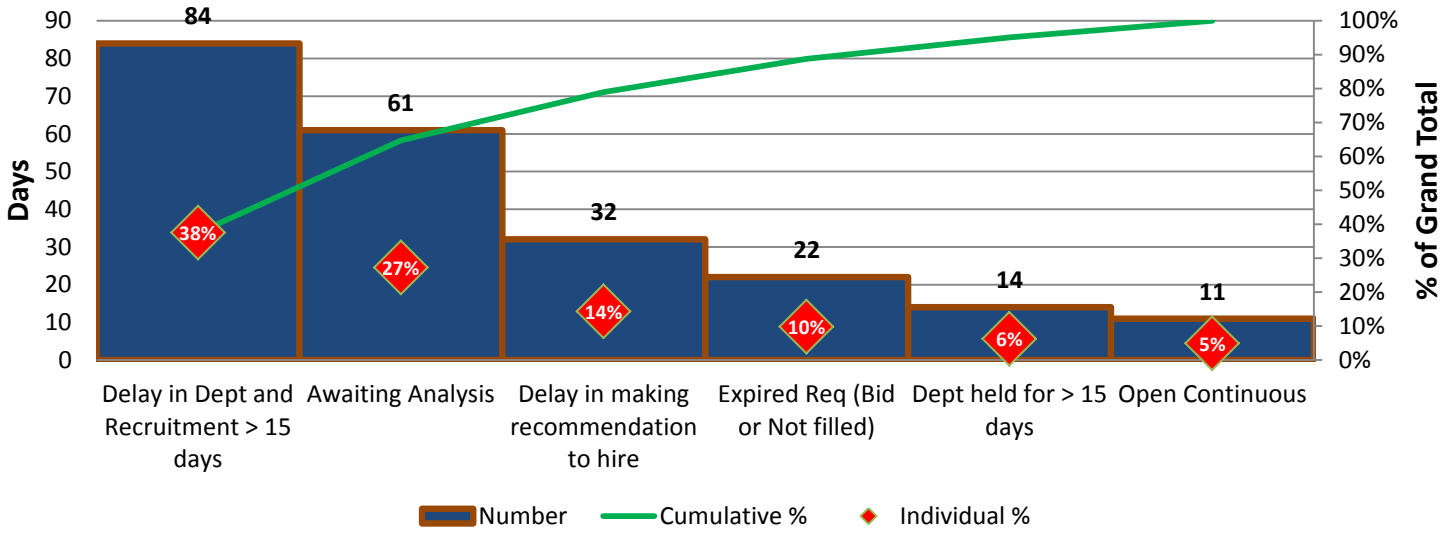
KPI Owner: Steve Wilkins | **Process: Departmental Productivity**

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: FY13 16% **Goal: Compared to all requisitions received FY14 to present, maintain a hiring cycle time of less than 50 days between requisition received and offer date that is <=20% of occurrences. Less than FY14 11.8%** **Benchmark: 65 Days**	**Data Source: Requisition Log** **Goal Source: Cross Functional Team** **Benchmark Source: Cross Functional Team**	**Plan-Do-Check-Act Step 6: Validate that solutions work** **Measurement Method: The count of days between the date a requisition is received and the offer date that are greater than 50 days.** **Why Measure: Timely Hiring** **Next Improvement Step: Continue to monitor and identify causal factor for going over 50 days**

How Are We Doing?

Sep2014-Aug2015 12 Month Goal	Sep2014-Aug2015 12 Month Actual		Aug2015 Goal	Aug2015 Actual	
90	108		14	0	
Count Days > 50	Count Days > 50		Count Days > 50	Count Days > 50	

Hiring Cycle



Sep2014-Aug2015 Pareto Analysis